



State of Rhode Island and Providence Plantations
Council on Postsecondary Education
OFFICE OF THE POSTSECONDARY COMMISSIONER
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Enclosure 5b1
April 14, 2016

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TO: Members of the Council on Postsecondary Education

FROM: Jim Purcell, Ed.D, Commissioner for Postsecondary Education

DATE: April 4, 2016

RE: Proposal for Creation of an Institute for Education in Healthcare at
Rhode Island College

Background

Rhode Island College is proposing to create an Institute for Education in Healthcare. The Institute will provide training programs to healthcare professionals, workers and individuals who wish to pursue positions in the healthcare industry. The Institute would be based primarily in the School of Management, which houses the B.S. in Healthcare Administration, but will have significant involvement with other fields of study within the college.

Rationale

The Institute for Education in Healthcare is being established to provide interdisciplinary education and workforce development for the healthcare industry, employers and the community. It is a collaboration representing a broad range of disciplines including Management, Healthcare Administration, Nursing, Health Sciences, Social Work, Psychology, Chemical Dependency and Addiction Studies, Community Health and Wellness, Mental Health and School Counseling, and Outreach Programs.

Working in partnership with healthcare providers, state agencies, community organizations, and government leaders, the Institute will bring together educators, students, practitioners, healthcare leaders and customers to advance healthcare and improve health outcomes.

The college conducted a feasibility study to identify the educational needs of healthcare providers. Interviews with over 65 healthcare executives led to the identification of the following learning needs:

- Leadership development for mid-level managers
- Cultural diversity
- Customer service
- Quality management
- Teamwork
- Workforce development and career pathways

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In addition to training, healthcare leaders identified needed services that RIC could provide, including program evaluation, quality measurement, system design/redesign, and management consultation.

Institutional Role

Leadership and direction for the Institute will be provided by an Executive Committee comprised of the RIC President, the Vice President for Academic Affairs, Deans of related schools, the Director of Research and College Initiatives, the Associate Vice President for Professional Studies and Continuing Education, the Director of the Institute and key government and industry stakeholders. A Steering Council comprised of RIC faculty representing healthcare administration, nursing, social work, psychology, community health and wellness, counseling, health sciences, and outreach programs will also provide guidance in program and curriculum development.

RIC's mission includes educating students in a variety of undergraduate and graduate arts and sciences and professional programs, and conducting research in these fields. RIC has a special mission in teaching undergraduates and in serving underserved populations, especially first-generation college students seeking access to a baccalaureate.

Interinstitutional Considerations

The University of Rhode Island recently reorganized its healthcare programs into an umbrella organization called an Academic Health Collaborative that integrates the Colleges of Health Sciences, Nursing and Pharmacy, and an Institute for Integrated Health and Innovation, whose role includes the promotion of research and entrepreneurial ventures. The mission of RIC's Institute is not similar since it will focus on training the healthcare workforce within Rhode Island. To the extent that new credit-bearing courses are created, they will undergo the normal departmental and college review; undergraduate courses will be subject to Council transfer and articulation policy.

Program

The programs offered by the Institute will include face-to-face sessions with some distance-learning and hybrid offerings. Some programs will be offered off-campus and on-site.

The goals of this Institute are:

- To develop educational programs that offer training and career pathways for healthcare professionals, workers and individuals;
- To offer training and education that meets the needs of the healthcare workforce and advances the skills and competencies of healthcare professionals and workers;
- To advance healthcare education programs that reflect shifting paradigms toward patient-centered care, integrated care delivery systems, community based services and population health;
- To forge partnerships between RIC and the healthcare community that advance healthcare education;
- To expand opportunities for internal collaboration among RIC faculty and students from health related programs in healthcare training and practice while fostering innovative thinking in integrated models of delivery that improve quality and reduce costs;
- To develop and maintain collaborations with all areas of the healthcare industry and the community it serves, so that academic programs reflect workforce needs and the consumer perspective;
- To be a recognized leader in developing a diverse and forward-thinking healthcare workforce responsive to the needs of a dynamic and changing industry.

The program will provide:

- Noncredit and credit-bearing certificate programs
- Customized on-site degree programs*
- Programs that support student and worker retention and advancement
- Consultation services
- Seminars, workshops, conferences, and educational resources.

*The Institute will not offer its own degree programs separately from the academic departments.

Staff and Administration

The Institute will be directed by Marianne Raimondo, Ph.D., Assistant Professor of Healthcare Administration at RIC.

Students

Students who will receive training through this Institute will be identified through the grants from industry partners.

Evaluation

The Institute will be evaluated on:

- Feedback from industry and government partners through the Steering Council and other sources such as the Chief Executives Club.
- Revenue from grants, training fees, and donations.

Financial Viability

The Institute is expected to be self-sustaining. Funding will be provided by public, private and corporate grants, philanthropy, and service fees. It has already attracted significant grant funding/interest from Real Jobs RI, the Medicaid Project, the Department of Health, HealthSource RI, and The Rhode Island Foundation. The financial goal of the Institute will be to generate revenue from multiple funding streams that supports continued growth. Current funding sources for the Institute include: a \$15,000 Real Jobs RI Planning Grant and a \$149,721 Real Jobs RI Implementation Grant to develop a Workforce Training Plan for entry level and incumbent workers. RIC has also signed a Memorandum of Understanding (MOU) with CharterCare to deliver training and has letters of support from Gateway Healthcare and CharterCare demonstrating their commitment to professional development and training programs for their workforce.

RIOPC Review

RIOPC staff reviewed the information on the proposed Institute for Education in Healthcare supplied by Rhode Island College. The academic changes presented are within the mission, role and scope of Rhode Island College and do not require Council approval.